

Nurturing People Capital

Presentation to Corporates



January 2018

SRI HARSHA | FOUNDER'S CREDENTIALS

27

years in Healthcare, Hospitality, IT/ITeS, BFSI,
Engineering, Pharma & Consulting

Positions

Promoter,
Board Director & CEO
CLO, VP-HR

Certifications

MGSC Coach | GLOF | EQ | MBTI |
Thomas | PI Assessment Centers

Authored

Psychometric Online tests:
Sarvaguna Indicator, PROBEEL, EQ-SS

HR Maturity Model:
SCOPE

Geographies

India
United States
United Kingdom
Germany
Egypt
Saudi Arabia
UAE
Oman
Bahrain
Sri Lanka
Nepal
Malaysia
Singapore

People Management

Services from Sarvagnya



OD & Transformational
Change

Process Reengineering &
Automation

Training & Coaching

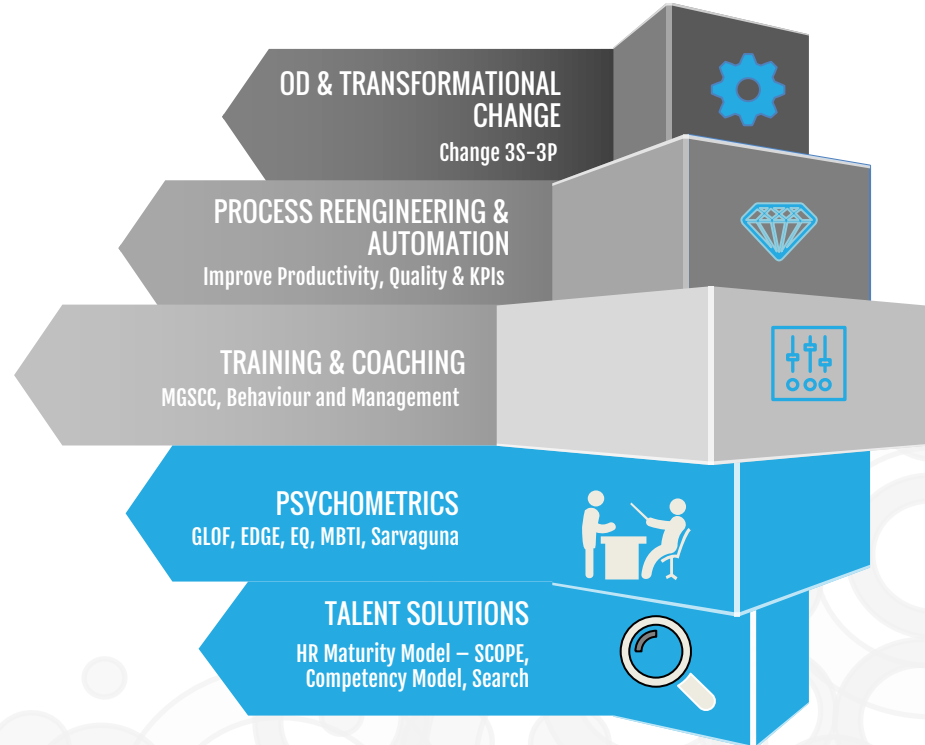
Psychometric Assessments

Talent Solutions

OUR FORTE

Drawing insights from Scientific Tools is scalable and affordable model for winning in the information age

We bring you a plethora of international and proprietary tools to gauge, tune and **engage your people capital**



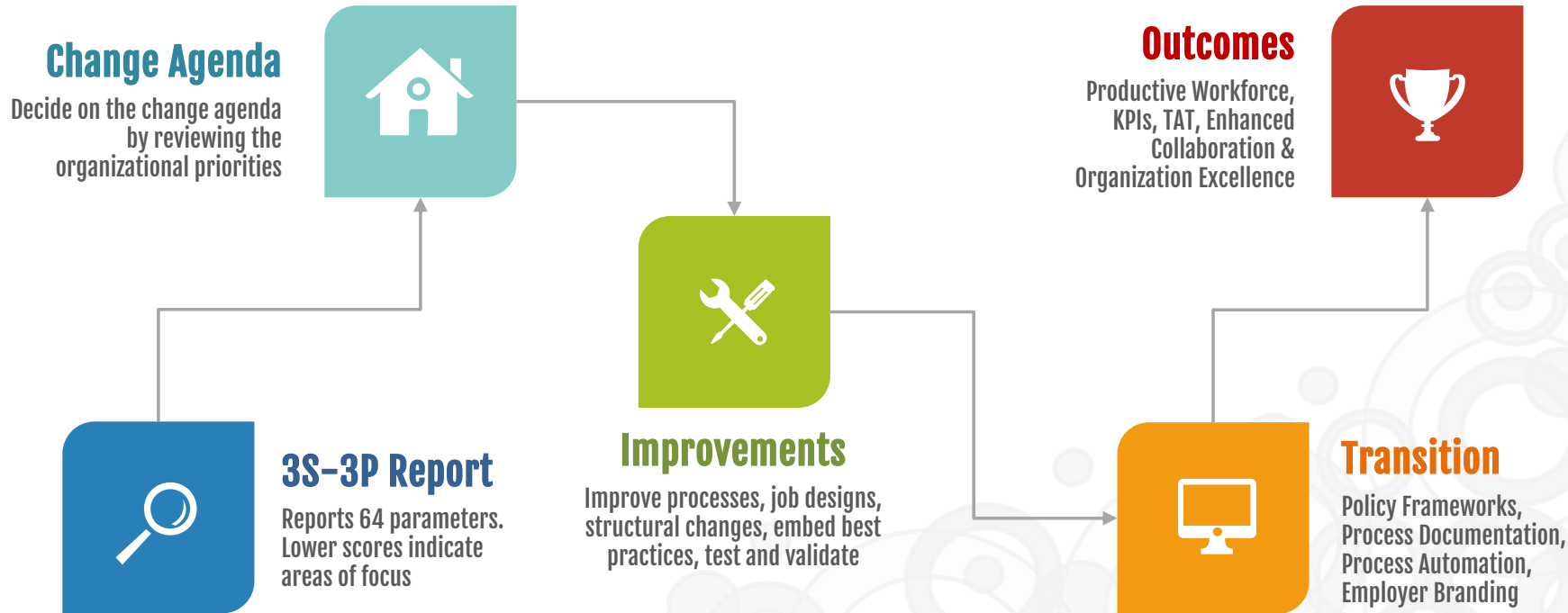
CHANGE 3S-3P

Strategy | People
Structure | Process
Sustainability | Productivity

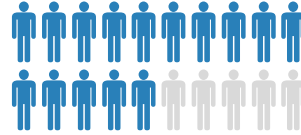
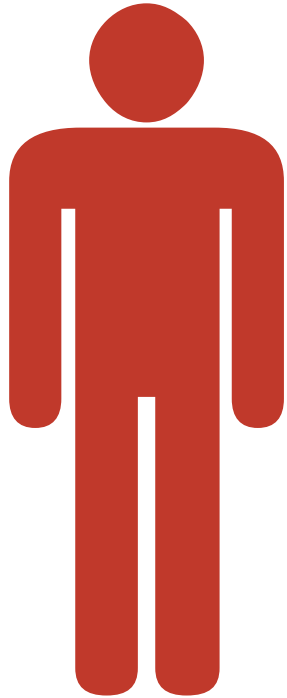
Our offering

- CHANGE 3S-3P is a proprietary diagnostic framework of Sarvagnya
- Assesses the organisational health on 63 parameters
- The diagnostic parameters are minutely drilled down
- Results in
 - ✓ Process Reengineering
 - ✓ Process Automation
 - ✓ Productivity Improvement
 - ✓ Sustain scaled organisational efficiencies
- Eliminates
 - ❓ Structural challenges
 - ❓ Communication barriers

PROCESS REENGINEERING & AUTOMATION



TRAINING FOR PERFORMANCE



TOP LEADERS

Leadership training to coach & mentor Sr. Managers to enhance organizational excellence



SR. MANAGERS

Leadership training on Team Building, Motivation, Goal-setting, Customer Management



TEAM LEADS

Training for First-Time Managers on managing teams, operations & customers



ASSOCIATES

Behavioral training for enhancing personal effectiveness & customer handling

EQ TRAINING

EQ Leader
EQ Manager – Coach & Mentor
EQ Personal & Team Excellence

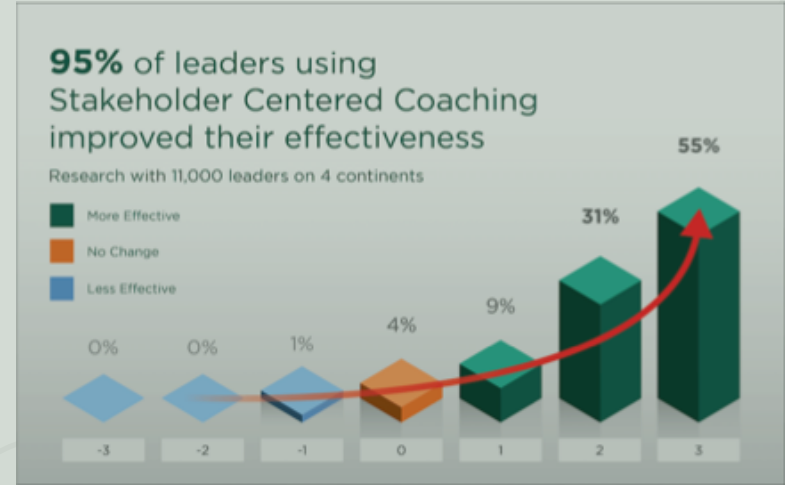
MBTI TRAINING

Leadership Effectiveness Step II
Managerial Effectiveness
Team Building
Sales Effectiveness
Customer Service

CERTIFICATION PROGRAMS

Balanced Scorecard
Key Performance Indicators
Competency Based Programs
Performance Appraisal
Sales Effectiveness

Our Executive Coach, Sri Harsha Guarantees Measurable Leadership Growth that is recognized and acknowledged by others



PSYCHOMETRIC ASSESSMENTS

Marshall Goldsmith's
Global Leader of the Future
360° Assessment



Entrepreneur EDGE®





What is this? How it benefits?

- ✓ EDGE® is a top notch international psychometric assessment tool
- ✓ Useful at different stages of entrepreneurial journey
- ✓ It measures 17 entrepreneurial competencies
- ✓ Helps to discover entrepreneurial blind spots
- ✓ Helps to learn the behaviours, tactics that influence success
- ✓ Over 6 million entrepreneurs take this test each year
- ✓ Entrepreneur Coaching using Marshall Goldsmith's methodology

The Global Leader of the Future (GLOF) 360° assessment measures the skills and competencies that today's global leaders need to master or develop

The GLOF is typically used for leaders who

- **Lead an internationalizing business**
- **Are country managers**
- **Manage diversity and across cultures while interacting with stakeholders in their functional responsibilities related to e.g. supply chain, human resources and finance**
- **Lead international functional or project teams**
- **Have the potential and ambition to measurably grow their global leadership skills.**
- **Organizations use the GLOF for leadership development, succession planning and talent management to assure that leaders succeed in international roles**



World's best psychometric tools for leadership coaching and development



- Team Building
- Managerial Effectiveness
- Conflict Management
- Customer Service
- Sales Effectiveness
- Leadership Excellence - Step II



World's most renowned assessment to measure Emotional Intelligence (EI)



- EQ Leader
- EQ Manager, a Coach & Mentor
- Personal & Team Excellence
- Emotional Intelligence

A proprietary psychometric tool that measures a client's personality on 10 Competency Scales that are critical to the success at workplace.

90 questions	10 competencies
90% Faster Recruitment	.01% Of CTC

Recruitment

Training

Performance Appraisal

Role Change

Career development



COST OF A BAD HIRE

AVERAGE COST OF BAD HIRE = 12 x BASE SALARY

Assuming average stay is 12 to 18 months



A powerful psychometric solution to Corporates

90%

of recruitment, selection and deployment mistakes can be eliminated with the right use of right psychometric assessment methods

PERSONAL REPORTS



Vidyarthi Sample

PERSONAL REPORT

Organization - Sarvagya Solutions Pvt. Ltd.

Competencies	Client Scores	
Achievement Drive	Dominant 23%	Accepting 77%
Execution Focus	Realistic 45%	Creative 55%
Self Management	Reliability 100%	Agility 0%
Adherence	Compliance 67%	Flexibility 33%
Work Orientation	Task 78%	People 22%
Workplace Outlook	Optimistic 45%	Inspecting 55%
Mobility	Growth 89%	Routine 11%
Decision Making	Decision Making 100%	Exploring Options 0%
Conflict Management	Confrontation 45%	Avoidance 55%
Leadership Orientation	Leader 67%	Follower 33%

Time Taken- 00 Hr 11Min 32Sec Date - 23 Jun 2017 User-Id - 100273

www.sarvagya.in Phone +91-40-2335 3332 / 33 info@sarvagya.in

Sarvagya Indicator is a Proprietary tool of Sarvagya Solutions Private Limited

Terms & Conditions Apply



Vidyarthi Sample

PERSONAL REPORT

Organization - Sarvagya Solutions Pvt. Ltd.

Competencies	Client Scores	
Achievement Drive	Dominant 23%	Accepting 77%
Execution Focus	Realistic 45%	Creative 55%
Conflict Management	Confrontation 45%	Avoidance 55%
Leadership Orientation	Leader 67%	Follower 33%

Time Taken- 00 Hr 11Min 32Sec Date - 23 Jun 2017 User-Id - 100273

www.sarvagya.in Phone +91-40-2335 3332 / 33 info@sarvagya.in

Sarvagya Indicator is a Proprietary tool of Sarvagya Solutions Private Limited

Terms & Conditions Apply

JOB COMPATIBILITY



Karmachari S

JOB COMPATIBILITY REPORT

Job Title - Associate
Organization - Sarvagya Solutions

Competencies	Ideal Scores		Client Scores	
	Dominant	Accepting	Dominant	Accepting
Achievement Drive	23%	77%	12%	88%
Execution Focus	Realistic	Creative	Realistic	Creative
	34%	66%	67%	33%
Self Management	Reliability	Agility	Reliability	Agility
	78%	22%	67%	33%
Adherence	Compliance	Flexibility	Compliance	Flexibility
	78%	22%	67%	33%
Work Orientation	Task	People	Task	People
	78%	22%	12%	88%
Workplace Outlook	Optimistic	Inspecting	Optimistic	Inspecting
	89%	11%	67%	33%
Mobility	Growth	Routine	Growth	Routine
	34%	66%	45%	55%
Decision Making	Decision Making	Exploring Options	Decision Making	Exploring Options
	34%	66%	67%	33%
Conflict Management	Confrontation	Avoidance	Confrontation	Avoidance
	23%	77%	45%	55%
Leadership Orientation	Leader	Follower	Leader	Follower
	34%	66%	0%	100%

Time Taken - 00 Hr 11Min 02Sec Date - 17 Nov 2017 User-Id - 100593

www.sarvagya.in Phone +91-40-2335 3332 / 33 info@sarvagya.in

Sarvagya Indicator is a Proprietary tool of Sarvagya Solutions Private Limited

Terms & Conditions Apply



Karmachari S

JOB COMPATIBILITY REPORT

Job Title - Associate
Organization - Sarvagya Solutions

Competencies	Ideal Scores		Client Scores	
	Dominant	Accepting	Dominant	Accepting
Achievement Drive	23%	77%	12%	88%
Execution Focus	Realistic	Creative	Realistic	Creative
	34%	66%	67%	33%
Conflict Management	Confrontation	Avoidance	Confrontation	Avoidance
	23%	77%	45%	55%
Leadership Orientation	Leader	Follower	Leader	Follower
	34%	66%	0%	100%

Time Taken - 00 Hr 11Min 02Sec Date - 17 Nov 2017 User-Id - 100593

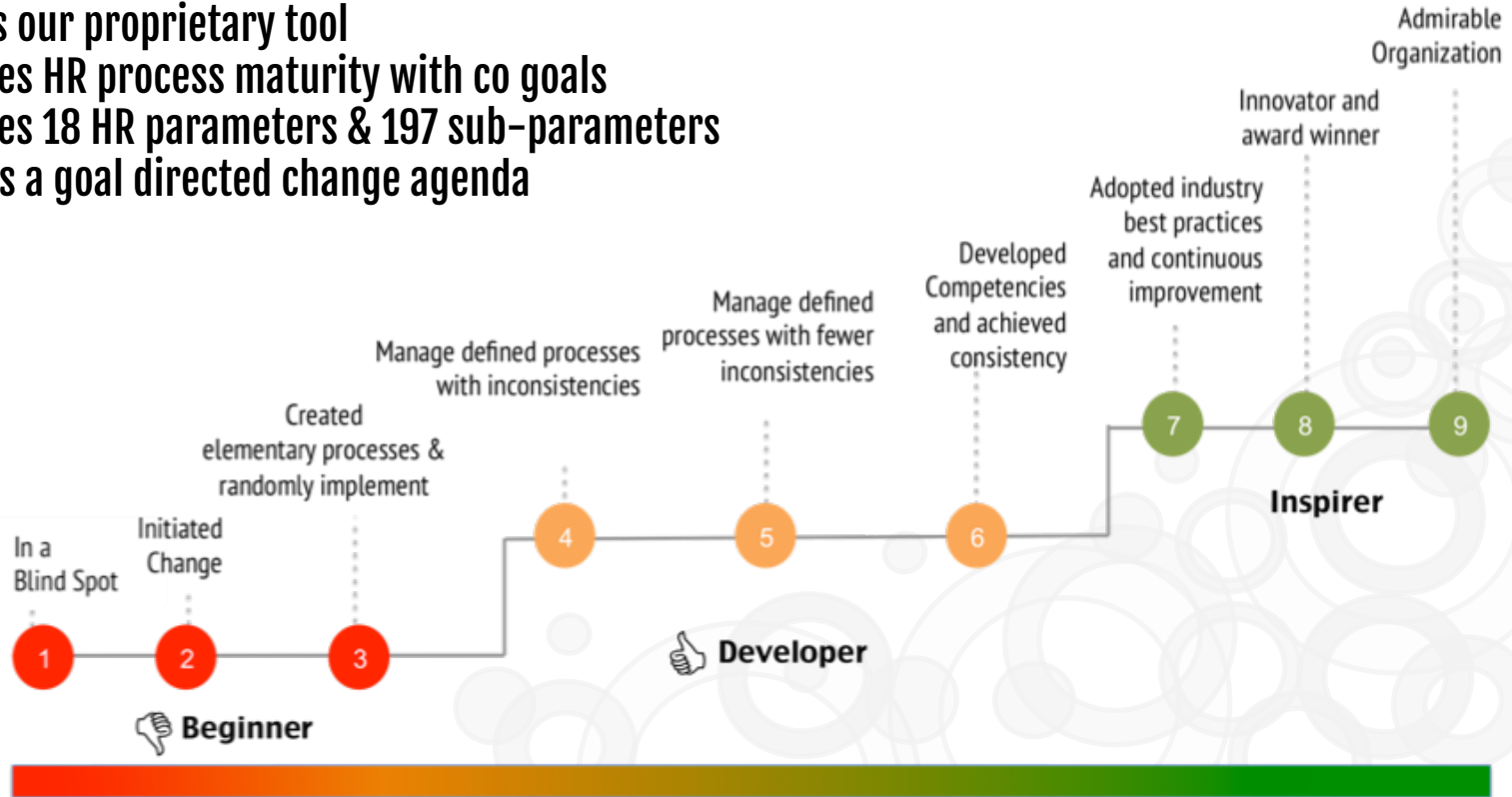
www.sarvagya.in Phone +91-40-2335 3332 / 33 info@sarvagya.in

Sarvagya Indicator is a Proprietary tool of Sarvagya Solutions Private Limited

Terms & Conditions Apply

TALENT SOLUTIONS | HR MATURITY MODEL

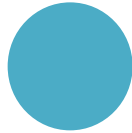
- Scope is our proprietary tool
- Measures HR process maturity with co goals
- Measures 18 HR parameters & 197 sub-parameters
- Provides a goal directed change agenda



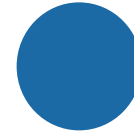
TALENT SOLUTIONS | COMPETENCY MODEL



Develop Job Competency and Behavioral indicators



Gap Analysis and Solution Development



Detailed Due diligence, research job outputs & diagnose



Execution, Metrics and Feedback





VOICE OF CUSTOMER

"Sarvaguna Indicator truly manifested my personality and I gained valuable insights of myself"

Mr. Nagavardhan

Asst. Director – L.V.Prasad Eye Institute

"Recruiters often find it difficult to judge a prospect's "attitude" and "personality." Sarvaguna ... ensures complete elimination of human bias and error in this qualitative function."

Mr. C. Chandra Sekhar

Group President, Apollo Hospitals

"I have explored / undergone several psychometric tests in my quest to explore the inner-self but no other evaluation comes anywhere closer to the report of Sarvaguna."

Mr. M. Subba Rao

Executive Director, Karvy

"....Harsha has used "SCOPE" tool like how a doctor uses pathology investigations and reports to diagnose the HR and bring in important changes. He will be my go-to-man for all strategic HR requirements."

Dr. Ramesh Kancharla

CMD, Rainbow Hospitals

"Thank you for a life changing experience (MBTI Team Building), you stretched our thoughts and provided a road map for greater achievement and fulfilling life."

Mr. Sandeep Bhar

Head HR, EESL

"Harsha's 'Super Star Doctor' will definitely be remembered as one of the most energetic and engrossing sessions."

Dr. GN Ramesh

Lead Consultant , Aster Medcity
(Gastroenterology and Integrated Liver Care)



VOICE OF CUSTOMER



We found “Sarvaguna Indicator” as an excellent online assessment tool for our strategic HR applications of **selection and career development.**

The assessment is easy to administer and the reports are **comprehensive with invaluable insights** on the team member’s personality, job compatibility and development plan.

We **admire** your consistent efforts to innovate and **constantly upgrade your high quality tools** and services to enhance customer experience.

CLIENTS

adani™

ADP

ASKLEPIOS

Apollo
HOSPITALS
TOUCHING LIVES

AURIGENE
Accelerating Discovery
www.aurigen.com

AUROBINDO
Committed to Healthier Life

AVASA
HOTELS

AMARA RAJA
Gotta be a better way

ca
technologies

Centre for
Organization
Development
SINCE 1980

COLUMBIA ASIA
21st Century Healthcare

CONTINENTAL
HOSPITALS
A new dimension in healthcare

CONVERGYS
Outthinking Outsourcing

DEBOLD
INNOVATION DELIVERED™

DU PONT

D E Shaw & Co

DST
WORLDWIDE
SERVICES

Greenko

GAR
Creating tomorrow today

gsk

GVK

INTERNATIONAL PAPER

JSW

KARVY
KEEP GROWING

LVPE
So that all may see
L V Prasad Eye Institute

HYUNDAI
Drive your way

meil
Megha Engineering & Infrastructures Ltd.

Microsemi

MY HOME
GROUP

NEULAND
WHERE OPPORTUNITY BECOMES REALITY

NAGARJUNA
GROUP

NOVOTEL
HOTELS

NSL GROUP
Transforming Lives

Pega

POLARIS
live your dream

RAK HOSPITAL

Rainbow
HOSPITAL FOR WOMEN AND CHILDREN

SAB
MILLER

S&P
CAPITAL IQ

SEW

unicef
unite for children

USP
U.S. Pharmacopeia
The Standard of Quality™

